

WPTY-TV/WLMT-TV/WJKT-TV
EEO PUBLIC FILE REPORT
April 1, 2011 thru March 31, 2012

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Production Supervisor/Director	1-39, 52,53	37
Art Director	1-39, 42, 46, 47, 59, 60, 61, 62	39
Associate News Producer/Editor	1-39	1
Payroll/Accounts Payable Accountant	1-34, 36-39, 46, 47	58
Asst. Chief Engineer	1-34, 36-39, 51, 52	39
News Reporter (3)	1-40, 42, 44, 49, 50	40,44,37
Photographer (2)	1-39, 44, 46, 49, 50, 53	63,39
Account Executive (2)	1-39, 45, 47	39,63
Director/Technical Director	1-39, 61	38
Television RF/Studio Engineer	1-34, 36-39, 42, 51, 52	Open
Promotion Editor/Chyron Operator	1-34, 36-39, 46,47, 61	34
Topical Promotions Producer	1-34, 36-39, 42, 44, 46, 47, 50, 61	39
News Producer (2)	1-34, 36-39, 42, 44, 46, 48,50, 52	34,19
Master Control Operator (2)	1-34, 36-39	39,39
Web Producer	1-39, 42, 44, 46, 48, 52	37

[illegible]

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Christian Brothers University, 650 E Parkway South Memphis TN 38104, Curtis Rodgers, 901-321-3330	N	1
2	Lemoyne Owen College, 807 Walker Ave. Memphis, TN 38126, Dr. Denita Hedgeman, 901-435-1729	N	0
3	Mendenhall Career Center 5368 Mendenhall Mall Memphis, TN 38115 David Chamberlain, 901-365-3205	N	0
4	Southwest Tennessee Community Center, 5983 Macon Cove – Farris Building Room 2170, Memphis, TN 38134, Wanda Walker, 901-333-4264	N	2
5	Memphis Urban League 413 N. Cleveland Memphis, TN 38104, Sandra Dallas, Employment and Training Mgr., 901-272-2491	N	0
6	NAACP, 588 Vance Avenue Memphis, TN 38126, Ms. Madeleine Taylor 901-521-1343	N	0
7	Tennessee Labor & Workforce Development 1295 Poplar Avenue Memphis, TN 38104, Ms. Joyce Reed, 901-543-7852	N	0
8	University of Memphis, Director of Career & Development, 400 Wilder Tower Memphis, TN 38152, Alisha Rose Henderson 901-678-2239	N	4
9	MS State University P. O. Box P MS State, MS 39762, Scott Maynard, 662-325-3344	N	1
10	Operation PUSH 704 S Parkway E Memphis, TN 38106, S. B. Kyle, 901-946-2529	N	0
11	Mid-South Women's Connection 2750 Darlington Cove Memphis, TN 38118, Sue Crawley, 901-747-7793	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
12	Tennessee Technology 550 Alabama Memphis, TN 38105, Felicia Lee, 901-543-6169	N	0
13	Mississippi Dept. of Employment Security P. O. Box 186 Southaven, MS 38671, Gary Mills, 662-342-4002	N	0
14	SRVS 3592 Knight Arnold Memphis, TN 38118, Donna Palmer, Director 901-869-7787	N	0
15	Bridges, USA 477 N. Fifth St. Memphis, TN 38105, MaryAn Mercer, Business Development, 901-527-5627	N	0
16	AR. Dept of Employment Security P. O. Box 1928 West Memphis, AR 72303 Yolanda Macklin, 870-400-2269	N	0
17	UCP/Memphis Works 4189 Leroy Memphis, TN 38108, Diane Ellington, 901-767-0922 Ext. 1002	N	0
18	Memphis City Schools Telecommunications Center 2485 Union Avenue Memphis, TN 38112, Evelyn McGuire, 901-416-3460	N	0
19	Tennessee Association of Broadcasters 50 Music Square W., Suite 900 Nashville, TN 37203, , 615-321-1626 www.tabtn.org	N	4
20	University of Memphis, Dept of Communication Arts 143 Theatre Comm. Building Memphis, TN 38152-3150, Rika Hudson 901-678-3176	N	0
21	Lane College 545 Lane Ave. Jackson, TN 38301, Virginia Crump, 731-265-1709	N	0
22	Athens State College 300 North Beaty Street Athens, AL 36511, 265-233-8100 studentjobs@athens.edu	N	0
23	University of MS, Student Media Center 201 Bishop University, MS 38677, Patricia Thompson 662-915-5503	N	0
24	University of MS, Career Services 303 Martindale Hall University, MS 38677, Amanda Walker, 662-915-7174	N	1
25	Rust College Mass Communications Center 150 Rust Ave. Holly Springs, MS 38635, Wayne Fiddis 662-252-8000 Ext. 4551	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
26	University of Memphis, Herff College of Engineering 201 Engineering Adm. Building Memphis, TN 38152-3170, Shelia Moses, 901-678-2733	N	0
27	AR State University P. O. Box 2490 State University, AR 72467, Carolyn Edwards 870-972-2100	N	0
28	MS University for Women 1100 College St., W 1624 Columbus, MS 39701, Towanda Williams 662-241-7619	N	0
29	Northwest Community College 4975 Hwy. 51 N Senatobia, MS 38635, Kristin Watson, 662-562-3954	N	0
30	American Sportscaster Association 225 Broadway New York, NY 10007, Pat Turturro 212-227-8080 LSchwa8918@aol.com	N	0
31	ITT Technical Institute 7260 Goodlett Farms Parkway Cordova, TN 38016, Peggy Edwards, 901-381-0210	N	0
32	Remington College Memphis Campus 2710 Nonconnah Blvd. Memphis, TN 38132, Angela Poole, 901-291-4210 Email: angela.poole@remingtoncollege.edu	N	0
33	Rhodes College 2000 North Parkway Memphis, TN 38112-3800, Amy Oakes, 901-843-3800 Email: oakesa@rhodes.edu	N	0
34	Internal Postings/Promotions	N	9
35	Harding University https://www.myinterfase.com/harding/home.aspx	N	0
36	Inter-company transfers	N	0
37	Word of mouth referrals	N	11
38	TV jobs.com	N	8
39	Website/Internet	N	42
40	Various Broadcast Agents	N	3
41	Robert Half Finance & Accounting 6750 Poplar Ave. Memphis, TN 38138 901-753-7600	N	0
42	NAB Human Resources Dept. 1771 N. Street, NW Washington, DC 20036 www.nabef.org	N	0
43	Society Broadcast Engineers www.sbe.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
44	NABJ www.nabj.org	N	10
45	Spots N Dots Gene McKay ads@spotsndots.com 800-978-7635	N	0
46	Career Builders www.careerbuilder.com 800-891-8880	N	4
47	Monster+Hot Jobs.com (Yahoo) www.monster.com	N	4
48	NAHJ https://nahj.ihispano.com/careers/job/options	N	0
49	www.MediaRecruiter.com 22102 E. Canyon Place Aurora, CO 80016 Art Scott ot Sue Arno 303-400-5150	N	0
50	602 Communications www.602communications.com Email Sandy Lizik, slizik602@gamil.com	N	0
51	Broadcast Engineering Magazine www.broadcastengineering.com Email: Julie Dahlstrom, julie.dahlstrom@penton.com	N	0
52	www.tvtechnology.com Email Caroline Freeland cfreeland@nbmedia.com	N	2
53	Memphis Jobs www.memphisjobs.com	N	0
54	Lost Remote http://www.lostremote.com	N	0
55	TVNewsCheck http://www.tvnewscheck.com/	N	0
56	Authentic Jobs http://www.authenticjobs.com/post/	N	0
57	Kelley Services	N	1
58	Accountemps	N	2
59	MediaBistro www.mediabistro.com	N	0
60	TalentZoo.com www.talentzoo.com	N	0
61	Craigslist	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
62	Linkedin	N	0
63	Employee Referrals	N	7
64	Memphis College of Art Job Fair	N	2
65	Unknown	N	3
	Total Interviewees over the reporting period		124

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III. SUPPLEMENTAL OUTREACH INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	<p>WPTY/WLMT/WJKT is committed to developing talent and interest in our industry and provides a wide range of internship opportunities for students interested in a career in broadcasting. WPTY/WLMT/WJKT internship program offers opportunities in the areas of News, Programming, Production, Marketing, Sales, Business and more. Our internships offer meaningful educational and work experiences designed to meet the academic and career goals of the intern. Eligibility for our internship program is as follows:</p> <ul style="list-style-type: none"> - at least 18 years of age - enrolled in an accredited school, college or university - able to provide a letter from school stating that student will be granted academic credit for the internship <p>During the period, WPTY/WLMT/WJKT has had 2 interns, one coming from The University of Memphis and one coming from Mississippi State University.</p> <p>Any person interested in internship opportunities should contact the station for more details.</p>
2	Upper Level Recruitment	<p>To ensure that we reach out to women and minorities, we have posted ads for open positions with the Mid South Women's Connection, National Association of Black Journalists and the National Association of Hispanic Journalists. Their memberships have substantial female and minority participation.</p>
3	Job Fair	<p>WPTY/WLMT participated in the following Job Fairs during this period:</p> <ol style="list-style-type: none"> 1. Memphis College of Art's Annual Career Fair/Portfolio Review, April 29, 2011. Attended by station Creative Services Director. 2. Rhodes College Career & Internship Expo, February 22, 2012. Attended by station Creative Services Director. 3. TAB Career Fair, March 27, 2012. Attended by Station General Manager and Station Creative Services Director. 4. DeVry University's 2012 Spring Career Fair, March 28, 2012. Attended by

		<p>Station Chief Engineer.</p> <p>5. Christian Brothers University Spring 2012 Job Fair, March 29, 2012. Attended by Station General Manager and station News Director.</p>
4	Scholarship	<p>WPTY/WLMT sponsors an annual \$2,000 broadcast scholarship to Christian Brothers University to be used by the student to defray educational expenses while earning a broadcast related degree at the University. Eligibility requirements are as follows:</p> <ul style="list-style-type: none"> - Must have completed 60 credit hours as of October 1 - Must have an academic record that is above average - Must be majoring in broadcasting, journalism, communications or a related field. - Previous WPTY/WLMT scholarship winners not eligible <p>This scholarship was awarded to a qualifying Christian Brothers University student for the 2011-2012 academic year.</p>